

ACADEMIC SENATE – Diversity Committee

Winter 2022

Due: Friday, April 1, 2022

MEMBERS	
Name	College/Unit
Bieraugel, Mark	PCS
Day, Miran	CAED
Deif, Ahmed	OCOB
Edwards, Louise	CSM
Isom, Denise	Admin
Lee, Jean	CENG
Lopez, Isaac	ASI
McDonald, Sarah	Admin
Nazmi, Aydin	CAFES
Nguyen, Michael	Admin
Rong, Xiaoying	CLA
Tseng, Marilyn (CH)	CSM

CHARGES		
Charge	Complete?	Status/Notes
Discuss a standard approach in how the committee will conduct the annual collation, presentation, and sharing of data on the state of diversity at Cal Poly. AY 2021-22	<input type="checkbox"/>	We are revising our charges relating to data on the state of diversity at Cal Poly because OUDI is assuming responsibility for collating and sharing these data. Our ongoing charge instead will include: (a) explicitly partnering with OUDI by requesting a regular report; having a standing conversation with OUDI about completeness of the data, data interpretation, and monitoring year-to-year trends; and following up on data with further question; (b) assessing and evaluating the data once available from OUDI to explore issues relating to hiring, recruitment, retention; and (c) report out results of our assessment to the Academic Senate.
Oversee the annual collation, presentation and sharing of data on the state of diversity at Cal Poly. Ongoing	<input type="checkbox"/>	See above.
Review proposals for the faculty Exceptional Service to Students (ESS) program. Ongoing	<input checked="" type="checkbox"/>	
Create committee procedures and policies. Ongoing	<input type="checkbox"/>	This is currently in draft form and will be reviewed and approved next quarter.

Discuss resolution on caste as discrimination category Ongoing		
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NOTES:

We reviewed 25 applications for the Exceptional Service to Students program. We also made tentative plans and preliminary steps to address the four areas for our working groups to: (1) guide evaluation of Diversity Statements; (2) follow up on an ombuds person for faculty/staff (we reached out to the Provost's office and will follow up again in the spring); (3) assess the use of student evaluations in the RPT process from a DEI perspective; and (4) exploring how DEI might enter into considerations of other Academic Senate committees (we have begun researching DEI audits used in other organizations to consider how they might inform what we do here and will touch base again with the BLRP committee for collaboration). Our work in Spring Quarter will be to continue work in these areas and to define outcomes/deliverables.